

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-289415

Date Filed

1/24/22

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Amazon.com Services, LLCb. Tel. No.  
888-892-7180

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)  
975 Powder Plant Road  
Bessemer, AL 35022e. Employer Representative  
Travis Maynard, Director of Operations

g. e-mail

h. Number of workers employed  
5,000i. Type of Establishment (factory, mine, wholesaler, etc.)  
Warehouse and distribution centerj. Identify principal product or service  
shipment of goods and products

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer unlawfully interfered with, restrained, coerced and/or discriminated against an employee named (b) (6), (b) (7)(C) when its supervisors and/or agents created the impression that (b) (6), (b) (7)(C) is under surveillance on account of (b) (6), (b) (7)(C) pro-Union activity. (b) (6), (b) (7)(C) is an outspoken supporter of the Union. Shortly after questioning a (b) (6), (b) (7)(C) during a captive audience meeting about the employer's union busting positions, (b) (6), (b) (7)(C) observed the employer's agents circling (b) (6), (b) (7)(C) work area for no other purpose than to watch (b) (6), (b) (7)(C) work. The employer also assigned (b) (6), (b) (7)(C) to a work area where (b) (6), (b) (7)(C) is more easily observed by the employer's supervisors and/or agents. The above described conduct violates Section 8(a)(1) and/or 8(a)(3) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Retail, Wholesale and Department Store Union4a. Address (Street and number, city, state, and ZIP code)  
1901 10th Avenue South  
Birmingham, AL 352054b. Tel. No.  
205-322-7452

4c. Cell No.

4d. Fax No.  
205-322-8447

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
United Food and Commercial Workers, International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

  
(signature of representative or person making charge)

Richard P. Rouco, Attorney

(Print/type name and title or office, if any)

Tel. No.  
205-870-9989

Office, if any, Cell No.

Fax No.

e-mail  
rrouco@qcwdr.com

Address 2 -20th Street North, Suite 930, Birmingham, AL 35203 Date 01/24/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

January 25, 2022

Retail, Wholesale and Department Store Union  
1901 10th Ave S  
Birmingham, AL 35205

Re: Amazon.com Services, LLC  
Case 10-CA-289415

Dear Sir or Madam:

The charge that you filed in this case on January 24, 2022 has been docketed as case number 10-CA-289415. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner DAVID C. WATKINS whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer STACEE R. SMITH whose telephone number is (629)800-6266.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LHenderson', with a long horizontal line extending to the right.

Lisa Y. Henderson  
Regional Director

cc: Richard P. Rouco, Attorney  
Quinn, Connor, Weaver, Davies & Rouco, LLP  
2-20th St North Ste 930  
Birmingham, AL 35203

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**From:** Richard Rouco <rrouco@qcwdr.com>  
**Sent:** Thursday, January 27, 2022 12:13 PM  
**To:** Watkins, David C  
**Subject:** RE: Amazon Cases 10-CA-289415 & 10-CA-289418

Mr. Watkins,

Thank you for reaching out. You are correct that both charges involve (b) (6), (b) (7)(C). I will check on (b) (6), (b) (7)(C) availability for early next week. I know (b) (6), (b) (7)(C) working (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) but may be off on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). Do you have a preferred date and time? Also, I have a copy of a letter that was provided to (b) (6), (b) (7)(C) but it's in the form of a text image. I need to have someone scan the document as a pdf.

Thanks,

Richard

**Quinn, Connor Weaver**  
**Davies & Rouco, LLP**  
2 – 20<sup>th</sup> Street North  
Suite 930  
Birmingham, AL 35203  
Main: 205-870-9989  
Direct: 205-918-7430  
Fax: 205-803-4143

The information contained in this message may be proprietary, confidential or trade secret and may be legally privileged. The message is intended solely for the addressee(s). If you are not the intended recipient, you are hereby notified that any use, dissemination, disclosure or reproduction is strictly prohibited and may be a violation of law. If you are not the intended recipient, please contact the sender by return e-mail and destroy all copies of the original message.

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**From:** Watkins, David C <David.Watkins@nlrb.gov>  
**Sent:** Tuesday, January 25, 2022 4:32 PM  
**To:** Richard Rouco <rrouco@qcwdr.com>  
**Subject:** Amazon Cases 10-CA-289415 & 10-CA-289418

Mr. Rouco,

My name is David Watkins and I have been assigned to investigate the two above referenced charges that you filed against Amazon.

I would like to start collecting the evidence in these cases. It appears from the charges that both allegations involve (b) (6), (b) (7)(C), thus I will need to take an affidavit from (b) (6), (b) (7)(C). Please let me know if you would like to set that up for us, or, if you would like me to arrange it, please send me (b) (6), (b) (7)(C) contact info. If you would like to arrange it,

please let me know some dates/times (b) (6), (b) (7)(C) is available. If (b) (6), (b) (7)(C) has the ability to perform a Zoom, I can send (b) (6), (b) (7)(C) a link for the call, otherwise, it will be a regular phone call.

In addition, there is mention of a warning. If this was a written warning, can you please forward me that document along with any other documentary evidence in this case. If possible, I would like to have any document sin the case before I speak to (b) (6), (b) (7)(C) in case I need to reference those documents during the phone call. Thank you.

If you have any questions or need to discuss anything, feel free to e-mail or call me. Thank you for your cooperation.

David C. Watkins III  
National Labor Relations Board  
810 Broadway, Suite 302 | Nashville, TN 37203  
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

**The NLRB is switching to mandatory electronic filing of all case documents** (see [GC 20-01](#)).

E-file [Frequently Asked Questions](#) | E-file [Live Demo](#) | Report E-filing issues to [e-filing@nrlb.gov](mailto:e-filing@nrlb.gov) or 1-844-762-6572

Confirmation of E-Filed documents will come from email address [NLRBRegion10@nrlb.gov](mailto:NLRBRegion10@nrlb.gov). E-Issued documents will come from email address [e-service@service.nrlb.gov](mailto:e-service@service.nrlb.gov). Please add both to your email address book.

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**From:** Richard Rouco <rrouco@qcwdr.com>  
**Sent:** Friday, February 4, 2022 1:54 PM  
**To:** Watkins, David C  
**Cc:** George Davies  
**Subject:** RE: Amazon Cases 10-CA-289415 & 10-CA-289418  
**Attachments:** Doc - Jan 21 2022 - 7-01 PM.pdf

Mr. Watkins,

Attached is the notice warning (b) (6), (b) (7)(C) received. I –filed the document. We plan on filing a notice of designation of attorney on Monday for (b) (6), (b) (7)(C).

Richard

**Quinn, Connor Weaver**

**Davies & Rouco, LLP**

2 – 20<sup>th</sup> Street North

Suite 930

Birmingham, AL 35203

Main: 205-870-9989

Direct: 205-918-7430

Fax: 205-803-4143

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January 21, 2022

TO: (b) (6), (b) (7)(C)

FROM: BHM1 Management

SUBJECT: Solicitation Policy Reminder

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On (b) (6), (b) (7)(C) we received multiple voluntary reports from associates that you are soliciting in working areas, during associate working times. While we understand your activity may have occurred during your break time, you were interfering with fellow associates during their working time, in their work areas. As you may be aware, it is a violation of Amazon's lawful solicitation policy for an associate to:

- Engage in solicitation of any kind on company property during working time; and
- Distribute literature or materials of any type or description (other than as necessary in the course of your job) in working areas at any time.

Nothing in Amazon's solicitation policy restricts you, (b) (6), (b) (7)(C) from engaging in solicitation in non-work areas or while you and the associates you are soliciting are both on non-work time. Non-work areas include, but may not be limited to, the parking lot and site break rooms. Amazon respects your right to engage in lawful solicitation in accordance with our lawful policy. Thank you for adhering to our policy.

National Labor Relations Board  
NOTICE OF DESIGNATION OF ATTORNEY  
OR REPRESENTATIVE

Retail, Wholesale and Department Store, Union  
and  
Amazon.com Services, LLC

CASE NO.  
IO-CA-289415  
IO-CA-289418

To: Regional Director,

I, (b) (6), (b) (7)(C), the undersigned, hereby designate

Richard P. Rouco, whose name and address appear below,

as my attorney/representative in this proceeding.

This designation shall remain valid until a written revocation of it, signed by me, is filed with the Board

FULL NAME OF WITNESS (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
SIGNATURE OF WITNESS (please sign in ink) (b) (6), (b) (7)(C)
DATE

NAME OF ATTORNEY/REPRESENTATIVE Richard P. Rouco
<input checked="" type="checkbox"/> REPRESENTATIVE IS AN ATTORNEY
MAILING ADDRESS 2 - 20th Street North Suite 930 Birmingham, AL 35203
EMAIL ADDRESS rrouco@qcwdr.com
TELEPHONE NUMBER 205-918-7430

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**From:** Richard Rouco <rrouco@qcwdr.com>  
**Sent:** (b) (6), (b) (7)(C) 2022 11:41 AM  
**To:** Watkins, David C  
**Subject:** RE: Amazon Case 10-CA-289415

David,

We've had a few logistical issues with getting the affidavit printed out and executed. (b) (6), (b) (7)(C) is working on it tonight and hope to have it this evening. (b) (6) did not make changes to the document you sent us.

Richard

**Quinn, Connor Weaver**  
**Davies & Rouco, LLP**  
2 – 20<sup>th</sup> Street North  
Suite 930  
Birmingham, AL 35203  
Main: 205-870-9989  
Direct: 205-918-7430  
Fax: 205-803-4143

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**From:** Watkins, David C <David.Watkins@nlrb.gov>  
**Sent:** (b) (6), (b) (7)(C) 2022 12:41 PM  
**To:** Richard Rouco <rrouco@qcwdr.com>  
**Subject:** RE: Amazon Case 10-CA-289415

Mr. Rouco,

I have yet to see (b) (6), (b) (7)(C), (b) (7)(D) affidavit e-filed. Please have it e-filed by close of business on (b) (6), (b) (7)(C) 2022. Thank you.

David

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**From:** Watkins, David C  
**Sent:** (b) (6), (b) (7)(C), 2022 3:31 PM  
**To:** Richard Rouco <rrouco@qcwdr.com>  
**Subject:** Amazon Case 10-CA-289415

Mr. Rouo,

I am sorry in the delay in getting you this affidavit. It is attached. Please have (b) (6), (b) (7)(C), (b) (7)(D) review it, make any changes, initial by those changes, initial the bottom of each page, and then sign and date the last page. You can then e-file it. If you have any questions let me know. Please e-file it by close of business, next (b) (6), (b) (7)(C) 2022. Thank you.

David

David C. Watkins III  
National Labor Relations Board  
810 Broadway, Suite 302 | Nashville, TN 37203  
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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Case Name: Amazon.com Services, LLC  
Case No.: 10-CA-289415  
Agent: Field Examiner DAVID C. WATKINS

## CASEHANDLING LOG

[illegible]

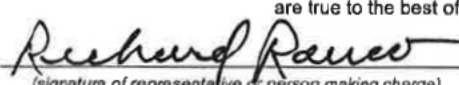
Date	Person Contacted	Method of Contact	Description of Contact or Activity
			(b) (5), (b) (6), (b) (7)(C)
4/27/2022	ER ATTY	Email	ER Atty asked me to call.
4/27/2022	ER ATTY	Phone	Called to discuss Regional decision

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-289418	Date Filed 01/24/2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC	b. Tel. No. 888-892-7180
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road Bessemer, AL 35022	e. Employer Representative Travis Maynard, Director of Operations
	g. e-mail
	h. Number of workers employed 5,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service shipment of goods and products
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above named Employer unlawfully interfered with, restrained, coerced and/or discriminated against an employee named (b) (6), (b) (7)(C) when a supervisor and a labor relations employee issued (b) (6), (b) (7)(C) a warning about talking to other employees about the Union. (b) (6), (b) (7)(C) was not provided with any details regarding (b) (6), (b) (7)(C) alleged misconduct. The employer's decision to warn (b) (6), (b) (7)(C) about expressing support for the Union violated the settlement agreement the employer recently executed with the NLRB regarding its overly broad application of an anti-solicitation policy. The employer singled out (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) support for the Union. The employer's conduct violated Sections 8(a)(1) and 8(a)(3) of the Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Retail, Wholesale and Department Store Union	
4a. Address (Street and number, city, state, and ZIP code) 1901 10th Avenue South Birmingham, AL 35205	4b. Tel. No. 205-322-7452
	4c. Cell No.
	4d. Fax No. 205-322-8447
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers, International Union	
6. DECLARATION	
<p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>	
 <small>(signature of representative or person making charge)</small>	<p>Richard P. Rouco, Attorney</p> <p><small>(Print/type name and title or office, if any)</small></p>
<p>Address 2 -20th Street North, Suite 930, Birmingham, AL 35203 Date 01/24/2022</p>	
<p>Tel. No. 205-870-9989</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail rrouco@qcwdr.com</p>	

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
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Atlanta, GA 30308

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
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Mobile App

January 25, 2022

Retail, Wholesale and Department Store Union  
1901 10th Ave South  
Birmingham, AL 35205-2601

Re: Amazon.com Services, LLC  
Case 10-CA-289418

Dear Sir or Madam:

The charge that you filed in this case on January 24, 2022 has been docketed as case number 10-CA-289418. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner David C. Watkins whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer Stacey R. Smith whose telephone number is (629)800-6266.

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In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LHenderson', with a long horizontal line extending to the right.

LISA Y. HENDERSON  
Regional Director

cc: Richard P. Rouco, Attorney  
Quinn, Connor, Weaver, Davies & Rouco, LLP  
2-20th St North Ste 930  
Birmingham, AL 35203



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

April 27, 2022

Robert T. Dumbacher, Attorney  
Hunton Andrews & Kurth LLP  
600 Peachtree Street, NE, Suite 4100  
Atlanta, GA 30308-2217

C. Randolph Sullivan, Attorney  
Hunton Andrews Kurth LLP  
951 East Byrd St  
Richmond, VA 23219-4074

Re: Amazon.com Services, LLC  
Case 10-CA-289415 and  
10-CA-289418

Dear Mr. Dumbacher and Mr. Sullivan:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

A handwritten signature in black ink, appearing to read "LH", is written over a horizontal line.

LISA Y. HENDERSON  
Regional Director

cc: Mamadou Diop, Director of Operations  
Amazon.com Services, LLC  
975 Powder Plant Rd  
Bessemer, AL 35022

Richard P. Rouco, Attorney  
Quinn, Connor, Weaver, Davies & Rouco, LLP  
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Birmingham, AL 35203

Retail, Wholesale and Department Store Union  
1901 10th Ave S  
Birmingham, AL 35205

Travis Maynard, Director of Operations  
Amazon.com Services LLC  
975 Powder Plant Rd  
Bessemer, AL 35022-5497

Case Name: Amazon.com Services, LLC  
Case No.: 10-CA-289418  
Agent: Field Examiner DAVID C. WATKINS

## CASEHANDLING LOG

[illegible]